

Employee ID 160368

SVP Marketing & Communications

Opportunity 25% - 40% - 50% of 2014 Base Salary

Total Annual Score 2.5 ≈ Award: 45.0% X 2014 Base: \$325,440 = Incentive: \$146,448

Long Term Goal 2012 - 2014 Cycle, 2012 Base Salary

Tier: 002 Years 1 LTIP Max: 30% X 66.5% = 19.9% X Base \$108,480 = Incentive: \$21,588

Grand Total Incentive 2013 (Gross): \$168,036

Novant Health Contribution 15% X 2014 Base Salary: \$325,440 = DC SERP Amount: \$48,816



Name David Duvall

Employee ID 160368

Tier: 002

SVP Marketing & Communications

Annual Incentive Calculation:

Opportunity 25%-40%-50% of 2015 Base Salary

System Goals:	50% of Total			Individual Goals:	50% of Total		
	Score	Weight	Extended		Score	Weight	Extended
Patient Satisfaction	1.50	X 25%	= 0.38	Individual Goal 1	3.00	25%	= 0.75
Population Health	2.90	X 25%	= 0.73	Individual Goal 2	3.00	35%	= 1.05
Quality	3.00	X 25%	= 0.75	Individual Goal 3	3.00	40%	= 1.20
Financial Health	3.00	X 25%	= 0.75	Individual Goal 4	0.00	0%	= 0.00
				Individual Goal 5	0.00	0%	= 0.00
	System Score:		2.60		Individual Score:		3.00
	Weighted System Score:		1.30		Weighted Individual Score:		1.50

Total Annual Score 2.8 X Award: 48.0% X 2015 Base: \$335,203 = Incentive: \$160,897

Long Term Incentive Program Calculation:

Long Term Goal 2013 - 2015 Cycle, 2013 Base Salary

WINN team
(Whip Infections Now at Novant Health)

LTIP % of Goal Achieved: 100.0%

Tier: 002 Years 2 LTIP Max: 30% X 100% = 30.0% X Base \$192,000 = Incentive: \$57,600

Grand Total Incentive 2015 (Gross): \$218,497

Defined Contribution Supplemental Executive Retirement Plan:

Novant Health Contribution 15% X 2015 Base Salary: \$335,203 = DC SERP Amount: \$50,280

Name David Duvall
Tier: 002

Employee ID 160368

SVP Marketing & Communications

Annual Incentive Calculation:

Opportunity 25%-40%-50% of 2016 Base Salary

System Goals:	50% of Total			Individual Goals:	50% of Total		
	Score	Weight	Extended		Score	Weight	Extended
Patient Satisfaction	0.00	X 25%	= 0.000	Individual Goal 1	3	0.2	= 0.60
Population Health	3.00	X 25%	= 0.750	Individual Goal 2	3	0.2	= 0.60
Quality	2.40	X 25%	= 0.600	Individual Goal 3	3	0.2	= 0.60
Financial Health	2.90	X 25%	= 0.725	Individual Goal 4	3	0.2	= 0.60
				Individual Goal 5	3	0.2	= 0.60
	System Score:		2.100		Individual Score:		3.00
	Weighted System Score:		1.05		Weighted Individual Score:		1.50

Total Annual Score 2.5 ≈ Award: 45.0% X 2016 Base: \$358,667 = Incentive: \$161,400

Long Term Incentive Program Calculation:

Long Term Goal 2014 - 2016 Cycle, 2014 Base Salary

Novant Health Diabetes Excellence LTIP % of Goal Achieved: 83.7%

Tier: 002 Years 3 LTIP Max: 30% X 83.7% = 25.1% X Base: \$325,440 = Incentive: \$81,685

Grand Total Incentive 2016 (Gross): \$243,086

Defined Contribution Supplemental Executive Retirement Plan:

Novant Health Contribution: 15% X 2016 Base Salary: \$358,667 = DC SERP Amount: \$53,800

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Tier: 002

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Annual Incentive Calculation:

Opportunity 25%-40%-50% of 2017 Base Salary

System Goals:	50% of Total			Individual Goals:	50% of Total		
	Score	Weight	Extended		Score	Weight	Extended
Team Member Engagement	3.00	X 25%	= 0.750	Individual Goal 1	3	0.25	= 0.75
				Individual Goal 2	3	0.25	= 0.75
Population Health	2.53	X 25%	= 0.633	Individual Goal 3	3	0.25	= 0.75
Quality	2.70	X 25%	= 0.675	Individual Goal 4	2.75	0.25	= 0.69
Financial Health	1.83	X 25%	= 0.458	Individual Goal 5	0	0	= 0.00
	System Score:		2.517		Individual Score:		2.94
	Weighted System Score:		1.26		Weighted Individual Score:		1.47

Total Annual Score 2.7 ≈ Award: 47.0% X 2017 Base: \$390,947 = Incentive: \$183,745

Long Term Incentive Program Calculation:

Long Term Goal 2015 - 2017 Cycle, 2015 Base Salary

Mature ITS Security Program (.5 wt)	LTIP % of Goal Achieved:	85.7%
Reduce Readmission Rates (.5 wt)	LTIP % of Goal Achieved:	43.6%
	Total Score:	64.6%

Tier: 002 Years 3 LTIP Max: 30% X 64.6% = 19.3% X Base: \$335,203 = Incentive: \$64,694

Grand Total Incentive 2017 (Gross): \$248,439

Defined Contribution Supplemental Executive Retirement Plan:

Novant Health Contribution: 15% X 2017 Base Salary: \$390,947 = DC SERP Amount \$58,642

Leadership Market Adjustment*Confidential***160368****Effective:** November 26, 2017**Duvall, David****Pay Advice:** December 15, 2017**SVP Marketing & Communication****Market Data:**

2017	\$344,000	\$395,000	\$414,750	\$446,000
Compa-Ratio	.85	1.00	1.05	1.15

Base Salary

	Base Salary	Percent Change	Compa-Ratio
Current	390,947		99%
New	402,676	3.00%	102%

Total Cash Compensation Data with New Base Salary Information

New Base Salary	\$402,676
Target Annual Incentive Potential	\$161,070
Target Annual Cash Compensation	\$563,746
Target Long Term Incentive Potential (2018-2020 cycle)	\$80,535
Total Direct Compensation (Total Cash Compensation + Long Term Incentive)	\$644,282

Comments

This report was distributed to:
Cureton, Jesse

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